



The Magazine of Army Spouse Employment

SPRING 2007

Realizing The Dream: Jobs In Your Neighborhood

**Imagine. Build. Solve. Lead.
How The
Partnership Works**

**Helping You Find
The Right Fit ...
Right Away!**

Look Inside for the Directory of ASEP Partners



A Soldier considers many factors when facing reenlistment, including his or her spouse's employment. In the past, this has been a challenging aspect in the Soldier's decision to reenlist since the transitory nature of Army life has made it difficult for spouses to plan careers of their own.

Not only do spouses provide the support and strength which allows a Soldier to perform, but they often make a significant contribution to their family budget. Of those in the workforce, nearly 3 out of 5 Army spouses contribute between 20 and 40 percent of their families' incomes. It's easy to see how assisting spouses in meeting their career goals and expectations would also serve to enable the Army to retain quality soldiers.

Two of the most important Army programs to assist spouses are the Army Spouse Employment Partnership and the Army Employment Readiness Program.

Together, these two important Army programs work to increase career opportunities for spouses and foster an even stronger sense of spouse satisfaction, which in turn makes it easier for the Army to retain the quality Soldiers it needs.

MANDATE

The Army Spouse Employment Partnership has become the pillar upholding and implementing the guidance of the National Defense Authorization Act of 2002 (a mandate to increase military spouse employability) as well as House Resolution 2586, which direct the Secretary of Defense to "seek to develop partnerships . . . [which] enhance employment opportunities for spouses of members of the armed services."

ADDED VALUE

This strong partnership has produced some attractive added values:

- "Branding" of Army spouse
- Corporate awareness of Army spouses' professional attributes
- Diverse partners representing retail, healthcare, high tech, telecommunications and defense industries
- Wider spectrum of career opportunities
- Applies to spouses with varying employment needs, educational qualifications and skill levels
- National and international presence
- Located where military spouses live and work

MISSION

The mission of the Army Spouse Employment Partnership is to facilitate the employment of Army spouses to the mutual benefit of the Army and Corporate America.

VISION

The Army Spouse Employment Partnership strives to maintain its vision as a self-sustaining and expanding partnership where Army spouses and Corporate America benefit from their mutual involvement.

This partnership will afford Army spouses the opportunity to better meet employment goals, career sustainment, mobility and increased family financial security.

LOOKING AHEAD

The Army will continue its support of Soldiers and their families throughout the Global War on Terrorism, Base Realignment and Closure, and restationing by expanding ASEP partnerships, strengthening local relationships and working on Partner best practices and strategic communication plans.



CONTENTS

The Magazine of Army Spouse Employment

Inside Cover

The Army Spouse Employment Partnership

4

**Realizing the Dream:
Jobs In Your Neighborhood**

7

Imagine. Build. Solve. Lead.
How The Partnership Works

8

ASEP Partners Directory
Helping You Find The Right Fit ... Right Away

17

Resources
Employment Readiness Program
ASEP Partnership Alley



This booklet was written and prepared for the United States Army Community and Family Support Center by Vivian Carrasco, an employee of Serco, Inc. under HR Solutions Contract W74V8H=04-D-0063, PSS Task Order for MCFSN-JSFSN/ASEP. This booklet includes original copy and also a compilation of information from sources that include Army policy documents and approved corporate language.

REALIZING THE DREAM: Jobs in Your Neighborhood



In an innovative pilot program at Fort Hood, Texas, Dell has hired and equipped 29 Army spouses as Work From Home Agents, who have become customer service agents helping solve real-world customer support issues. The virtual call center became operational in June of 2005. The pilot has been an early success and the company is evaluating expanding it further. Dell is a founding member of the Army Spouse Employment Partnership. Three years ago, Frank Miller addressed the group and expressed his and Dell's support of the ASEP initiative. Since then, other ASEP partners have noticed Dell's success and are currently engaging in dialogue to join together and replicate this type of effort in Fort Sam Houston, Texas. Creating opportunities for Army spouses is a win/win for all parties. Dell is able to recruit from a unique labor pool and spouses not only contribute to their household income, they also have the added benefit of the possibility of keeping their role within Dell after changes in duty station. Dell has already successfully transitioned three spouses due to recent permanent change of duty station. The Dell Work from Home program has proven to be invaluable for both employer and employees. "The work from home program has given me the opportunity to strengthen my family relationships," explained Tracy Stewart. "I am able to see my children get to and from school safely. Stewart credited the opportunity to work from home with reducing her stress since 'juggling



Shandra Patrick

the demands of work and home life' isn't as difficult. "If I forget to take dinner out, I can take a short walk to the fridge," said Stewart. "Working from home is so flexible." "Best of all the work from home program has allowed me to stay home while my husband was home for R&R." An Army spouse and Air Force reservist who'd recently PCS'd from Fort Hood to Fort Riley, Shandra Patrick began working for Dell while waiting for a high-speed internet connection



Tamisha Bauer

to be established in her home. The transition wasn't exactly seamless, but she made it work with daily visits to her favorite coffee shop and the local university library. She offered advice for other spouses considering Dell. "Even if you are unsure or uneasy [about working from home], take the risk ... You never know what opportunities will be there for you." "It is a wonderful feeling to know that while my husband is deployed to Iraq I have a meaningful job [that offers] some flexibility for my families needs," said Tamisha Bauer. "Another benefit is knowing that I can take my job with me if we PCS and not have to start over." After a recent visit to the Fort Hood site, Rafael Garcia, Work From Home Project Manager, shared his enthusiasm for the capacity of the care agents to fit into the Dell culture. "The Care Agents love their jobs and are doing well. It is amazing to see the transformation. Two months ago, they were still learning the lingo. Today, I am blown away with all they have learned. They sounded like they were in the Dell Building for ages.

REALIZING THE DREAM: Jobs in Your Neighborhood



"What if you could find a job that was only a few minutes away from your home, your children's schools—right where you live? Would that be a dream? ASEP Partners specialize in making dreams come true! Partners like EURPAC Service, Inc., AAFES, and DeCA can help you realize that dream by offering you Jobs In Your Own Backyard.TM

While you may recognize AAFES as "the PX" and DeCA as "the Commissary," you may not be as familiar with EURPAC. But if you know Gatorade, Colgate- Palmolive, Hormel Foods, or L'Oreal, you know just a few of the many brands EURPAC services through sales and marketing right where you live.

The most visible face of EURPAC may be that of the service merchandiser, base manager or product demonstrator in the PX, Commissary or Shopette, but EURPAC also has behind the scene jobs in sales support, logistics, marketing, and distribution. Right in your backyard!

Since EURPAC serves the military resale system, it makes sense that they would seek military spouses as employees. But EURPAC's commitment to Army Spouse Employment goes far beyond simple recruiting: they are dedicated to career portability for Army spouses. So when your "backyard" moves, chances are good your job with EURPAC will move with it.

Over the last year through aggressive marketing and outreach efforts EURPAC was able to increase its spouse employment by 20%. EURPAC has successfully distributed a total of 1.2 million ASEP ads worldwide by partnering with another ASEP partner the Defense Commissary Agency.

Deborah Klippstein's story is a shining example of EURPAC's commitment. Deborah is an Army Spouse who began her career with EURPAC as a Territory Manager in the Washington D.C. area. She was then promoted to Region Manager for the East Coast Region. During the span of her career with EURPAC she has been able to not only remain with the company but steadily move up the career ladder as she's moved to and from Carlisle Barracks PA since her husband's more recent tour of duty in Iraq.

Karen Brown began her career with EURPAC as a merchandiser in Texas. She has moved twice since 2001 as a result of military transfers. Throughout those PCS's she's been able to keep her position with EURPAC. Currently she resides in Germany and is still a proud employee of EURPAC.

Kim Lopez, also an Army spouse started her career with EURPAC in 2002 as a base manager at Fort Sam Houston. In just a year she was promoted to Area Manager for the San Antonio market. Her husband is currently deployed.

Bridgette Velasquez describes EURPAC as the perfect company for Army spouses. She says, "I really enjoyed working for EURPAC, I felt that my role was significant and that the company was committed to my success. I trusted the EURPAC leadership and knew that when my husband got orders that I could count on them doing their best to help me transfer." EURPAC did just that. When Bridget's husband



a Drill SGT at Fort Lee, VA

Deborah Klippstein

was transferred to Fort Drum NY, she was able to seamlessly transition from Fort Lee to Fort Drum as a Community Sales and Service Representative. Bridgette has since left her role with EURPAC in order to commit to pursuing her education full time. EURPAC hasn't lost an employee, because they've won over a lifetime advocate. "Juggling work and life roles are just a little harder for Army spouses than our civilian counterparts. We have added stress that sometimes makes having it all impossible. As a store merchandiser for EURPAC I had the flexibility I needed in order to keep all my plates spinning."

REALIZING THE DREAM: Jobs in Your Neighborhood

The Army Spouse Employment Partnership and the Army recognize that the majority of hiring in the U.S. happens with small companies. Companies with greater than ten and fewer than 5,000 employees are also being courted for Army spouse employment opportunities, especially companies with a track record of hiring Army spouses. Just one example of such a company is MSO Washington near Fort Lewis, Washington. Charles Plunkett founded MSO Washington in 1993 to provide services for physician practices and managed care organizations. As a retired Air Force Medical Service Corps officer, Plunkett is attuned to the unique career challenges military spouses face. He also understands that military spouses are professional, loyal, and hard working, which more than makes up for the training his company provides. Plunkett reached out to the Fort Lewis Employment Readiness Program six years ago, and has continually hired spouse applicants referred to him by Carolyn Bennett, the Installation ERP manager. The company has signed a Memorandum of Agreement for the provision of internships for Army spouses and another MOA for the consideration for hiring clients referred by the ERP manager. Plunkett encourages other small businesses to conduct outreach and tap into Army spouses as a candidate pool. "The business community must recognize Army spouses as a valuable source of talent. These individuals come from diverse backgrounds. They are educated and experienced employees. Furthermore, Army life has instilled a discipline and flexibility not generally found in their civilian contemporaries." Two Army spouses who have benefited directly from Mr. Plunkett's efforts are Jessica Edwards and Sheree Kennedy. Jessica and her husband, PFC Eric Edwards, have been married just under a year. Theirs is a story common to so many other young Army families. They had been high school sweethearts. No sooner did they become engaged, then Eric joined the Army. After a year of marriage, Jessica is still getting accustomed to both marriage and the Army lifestyle - including deployments. Jessica sees the value of "an employer that understands the military lifestyle." Jessica has found that kind of employer at

MSO Washington. "Since Mr. Plunkett was in the service himself he understands ... It's been nice to have his support through the recent deployment." In December 2005, Jessica Edwards had only a medical office/clerical externship to complete to receive her diploma from the community college she attended in New York state. Since she would be relocating to Fort Lewis with her husband, the college indicated it would not be able to place Jessica in an externship. Enter the Army Employment Readiness Program and MSO Washington. The ERP manager contacted Plunkett, who agreed to interview Jessica and, if she demonstrated a positive work ethic and a desire to learn, would provide an externship for her. Jessica came through with flying colors. In fact, Plunkett telephoned later to let the ERP manager know that Edwards was doing so well that his organization had hired her as a paid employee. This positive experience led to the signing of the two MOAs between MSO Washington and Fort Lewis ERP. In June 2006, the ERP manager again contacted Plunkett with a similar situation: Sheree Kennedy was in Alaska awaiting an internship opportunity there in order to receive her diploma in business office skills. Meanwhile her husband, PFC Kennedy, had PCS'd to Fort Lewis. Again, Plunkett interviewed the hopeful candidate, found her to be an exceptional candidate for an internship, and even worked with her community college in Alaska to complete the internship documentation. Plunkett continues to seek Army spouses to fill upcoming vacancies in nursing, administrative staff, and medical providers at MSO Washington, and has communicated this need to the Employment Readiness Program at Fort Lewis. In this example of working together to help Army spouses while providing outstanding employees for MSO Washington, Mr. Plunkett and ERP manager Ms. Bennett personify ASEP's goal to Realize the Dream of Jobs in Your Neighborhood.



IMAGINE. BUILD. SOLVE. LEAD.

HOW THE PARTNERSHIP WORKS

Over the last several years ASEP partners have worked together to craft a single strategic focus hiring Army spouses-made up of four facets or perspectives: Imagine, Build, Solve and Lead.

Their combined efforts have resulted in overarching, interrelated strategies that represent each partner's unique corporate structure while demonstrating their commitment to the common goal of better opportunities for military spouses.

These four facets of the ASEP strategic focus are best illustrated by the partner initiatives.

Imagine Innovative Partnerships

Partner corporations are actually creating new jobs for Army spouses. These positions address some of the employment challenges military spouses face, such as limited availability of child care and transportation by allowing them to work from home.

Build Mechanism For Targeted Recruiting

Most ASEP partner corporations have websites featuring dedicated landing pages and specialized tracking mechanisms focused on military spouses.

These recruiting web pages outline their commitment to hiring military spouses and also promote co branded marketing materials to aid them in their recruiting efforts

Solve Recruiting, Hiring And Portability Issues

Local Employment Assistance representatives on Army Installations are strengthening their relationships with corporate recruiters through focused communication and individualized action plans. Partners are strategically placed in "ASEP Partnership Alley" at participating Installation job fairs, building on their brand and name recognition.

The partners are implementing adaptive processes utilizing a phased tracking metrics model.

Leadership By Example For Corporations

Partners are tailoring human resource related strategies by creating employment continuity programs and career portability with no loss in tenure or benefits. Across the nation and overseas, the local and national relationships between Employment Readiness Program Managers and Partner corporations are the bridge to increasing employment opportunities for Army spouses.

Together the Army and America's corporations are making a difference not only for spouses serving side by side with our Soldiers, but for future generations of spouses.



ASEP PARTNERS DIRECTORY

“The success of this partnership is not only through individual company initiatives but also examples of collaboration, where good ideas have become reality and made a difference to those we are here to serve.”

- **John P. McLaurin**

Deputy Assistant Secretary of the Army (Human Resources)

The Army Spouse Employment Partnership has built a strong community of committed corporations dedicated to your career success. Our goal is to make you, an Army spouse, more informed about Partner expectations and corporate cultures, so that you can find the right fit ... right away.

The following pages list corporate partners that are committed to your career success.



Adecco N.A. is a Forbes Global 500 company and the global leader in Human Resource Solutions. The Adecco Group network connects millions of associates with business clients each day. The Adecco Group delivers an unparalleled range of flexible staffing and career resources to corporate clients and qualified associates through its network of 28,000 employees and more than 5,800 offices in 71 territories around the world.

The Adecco Group offers a VIP card, a portable data access card which allows military spouses instant access to jobs at all Adecco locations, enabling career tracking. Adecco encourages you to register and take advantage of the many local partnerships with ERPM local staff. They are currently working on a pilot initiative to identify labor resources in the Fort Drum area by establishing an Inbound HR Recruitment Center. Questions can be addressed to Larry Ayres at larry.ayers@adeccona.com

<http://www.adeccousa.com/AdeccoUSA/default.aspx>



Our people are what make us successful. We strive to recruit, hire, and retain the best people by providing a dynamic and exciting workplace. We care about our employee's personal and professional well-being, and our vision includes a team approach to business where all employees grow, participate and know their importance to the team. We provide challenges and opportunities for our people to grow by furthering their career and preparing them for advancement.

We motivate. We empower. We lead. We follow. We laugh. We succeed.

If you are capable of achieving or performing each of these qualities, then ACS is the place for you. We offer an exciting and challenging place to build a career. If you want to make a difference and are ready to show your “can do” spirit, check out our current positions at <http://www.acs-inc.com/career/index.html>.

ACS focuses on skills, abilities, and knowledge in an effort to hire the most qualified candidate for the

job – an ideal match for Army spouses! ACS offers tremendous opportunities for Army spouses and an exciting and challenging place to build a career.

With a monthly turnover of two thousand twenty five jobs, benefits for employees earning \$30,000 or less, and internal placement for relocating employees, ACS offers tremendous opportunities for Army spouses and an exciting and challenging place to build a career. For questions please call or e-mail Kris Robinson at (859) 280-4052 or Kris.robinson@acs-inc.com.

<http://acs-inc.com/career/index.html>



AAFES is a major source of employment for members of the Army and Air Force family. Approximately 25 percent of the more than 48,000 AAFES associates are military family members. Another 1.9 percent of associates are military members who work part time in exchanges during their off duty hours.

Now in its second century of service, AAFES remains committed to its mission. AAFES provides products and services to authorized customers worldwide and generates earnings to supplement appropriated funds for military morale, welfare and recreation (MWR) programs. Earnings fund new and improved exchange stores with most of the earnings going to MWR programs. AAFES shelf prices provide customers an average 22.09 percent overall savings compared to the competition. Customers can enjoy exchange benefits in many ways, with the greatest value being the AAFES pledge to Go Where You Go.

AAFES is focused on retaining Army spouses through its employment continuity program. Participation is voluntary and will offer non competitive priority category placement for one year at the new location for family members that relocate with their military spouse.

Local Employment Readiness Program personnel are encouraged to initiate a local partnership if an existing partnership does not exist. Questions or concerns can be directed to Cerelda de Heus at deHeus@aafes.com

<http://odin.aafes.com/employment/default.asp>



The Army Career and Alumni Program (ACAP) is a centrally funded and administered program that provides transition and job assistance services on major installations. Services are available to transitioning Service Members, their spouses, and their family members. Department of the Army civilians affected by reductions in force or who are retiring from Federal Service are eligible to receive ACAP services. ACAP has gone beyond the requirements of Public Law to ensure the highest quality in transition assistance.

James Hoffman the ACAP Director is also the ASEP partner representative that assists in facilitating The ASEP Partnership Alley Initiative. ASEP partnership alley events are held throughout the year and highlight ASEP partners at local installation job fairs where the ACAP office and ACS ERPM manager have built solid relationships. Spouses can search for local ASEP Partnership Alley events at <http://www.acap.army.mil/employer/jobfairs/index.cfm>



The Civilian Personnel Operations Center Management Agency (CPOCMA) is located on Aberdeen Proving Ground, Maryland. CPOCMA exercises control over the Army's Civilian Personnel regionalized structure consisting of five CONUS operations centers (CPOCs) with a total workforce of approximately 2,000 employees. It is responsible for operational effectiveness of the CPOCs to include establishing and maintaining standards and measurements, total quality management, employee development and training, organizational development and workforce utilization.

The Civilian Personnel Office is the policy and implementation authority for the military's civilian personnel hiring and staffing. Among others, they manage the Spouse Preference Program.

Focusing on legislative policy change, CPOL is working several hiring initiatives as well as looking at increasing opportunities for military spouses in the federal sector. Military Spouse Choice allows military spouses to accept temporary employment and not lose their permanent employment opportunities.

Landing page: <http://www.cpol.army.mil/>



BellSouth Corporation is a Fortune 100 communications services company headquartered in Atlanta, GA, serving more than 44 million customers in the United States and 14 other countries.

BellSouth has a dedicated ASEP link on its military recruiting webpage that outlines their commitment to hiring military spouses. BellSouth is eager to increase the number of military spouses that join the BellSouth team. They recognize that Army Spouses bring with them a strong work ethic, professionalism, and corporate loyalty.

Spouses are highly encouraged to complete the Military Source Survey found on the military recruiting landing page. Spouses should self-identify by selecting military spouse and ASEP when applying for jobs under the Source drop down. Spouses need to complete all information and press the confirm button to proceed through the application process. At the end of the survey they will be directed back to the Careers site where they can search and apply for current job openings. If you need assistance BellSouth is there to help. Just send an email to Military.Relations@BellSouth.com

<http://www.bellsouth.com/employment/Military/MilitaryRelations.htm>



The BGCA organization is continuing its efforts at increasing awareness of ASEP to all Club professionals responsible for hiring. BGCA attends at least 2 military job fairs per year. In addition to the "Be the Difference" recruiting tool, BGCA has developed

"Success TRACS II: A collection of Recruitment & Retention Tools" to assist new leaders with their recruitment & retention efforts. A brief summary of ASEP is listed in this guide as one of BGCA's resources to find talent.

Keith Parker, provides continuity for the Partnership and interests of Boys & Girls Clubs of America as the sole representative of the Clubs President Roxanne Spillett.

Spouses should choose the US Army Spouse Employment Partnership option under "How did you hear about us?" in the application process.

<http://www.bgca.org/careers/>



CSC offers variety of challenging opportunities that will draw on your talents while enabling you to grow your intellectual capital in a supportive environment. There are multiple avenues to mastering your chosen profession, while giving you everyday exposure to brilliance in business, technology and people. I urge you to explore the reasons why we are able to hire thousands of your peers every year and to consider being part of the experience at CSC. (Van B. Honeycutt, Chairman and Chief Executive Officer, CSC) CSC is committed to increasing employment opportunities for Army Spouses to enhance the Army family's well-being and financial security.

CSC has developed a three-tier hiring process, and through the ASEP program, offers spousal preference for military spouse candidates; employment transition assistance to relocating military spouse employees; and assistance with getting your resume to other ASEP partner companies if there are no available jobs within CSC.

If you are interested in CSC, please click on the CSC logo and visit our Career Source website. Be sure to include ASEP Program or Army Spouse in the content of your resume. For additional information about the CSC ASEP Program, please contact Andrea Hall at: 703 876-1206 or ahall46@csc.com.

<http://careers.csc.com/asep/>



A proud supporter of our nation's men and women in uniform and their families, Concentra is the nation's first fully-integrated occupational health, disability management, and medical cost Management Company. Concentra offers comprehensive services to injured, ill and disabled employees, their employers, insurance carriers, third-party administrators, local and state municipalities, the United States Military and many federal agencies. The company operates more than 300 occupational healthcare centers and 60 field case management offices across the United States and employs more than 200 telephonic case managers and 1,000 medical and vocational field case managers.

To help support the men and women of the United States' Armed Services, Concentra founded the Military Spouse Corporate Career Network (MSCCN) to develop a network of corporate employers and create long-term career opportunities for military spouses.

In addition, Concentra offers preferential consideration for the hiring and transfer of qualified spouses of military service members as job openings occur within the Company. Concentra actively promotes the ASEP to its internal corporate recruiters. Spouses should click on Military Initiative on the homepage then select Military Spouse Corporate Career Network and select job seekers. Spouses should be sure to select the spouse option under "Military Status". Visit <http://msccn.org/> for information about the MSCCN.

<http://www.concentra.com/careers/>



Dedicated to hiring veterans and their spouses. CVS/pharmacy is made up of 110,000 dedicated men and women in over 4,100 stores, 9 distribution centers, regional offices, PharmaCare headquarters, and the Store Support Center in Woonsocket, Rhode Island.

CVS continues to emphasize local relationship building. They promote the widespread use of established communication protocols. The intent of the partnership is to provide employment opportunities for the Army spouse in select positions (e.g., pharmacy

technicians and shift supervisors) that CVS normally does not fill from the average walk-in. The ERPM at the local ACS will act like a local employment agency and refer the qualified candidate to the local store and/or distribution center managers.

Irvine Porter, Senior Manager Government Employment Programs represents CVS/pharmacy. Currently a web page (www.cvs.com) allows all ERPMs to locate the CVS store in the local area. The web page should also be used by the ERPMs to refer all potential pharmacists, store manager, and other middle management candidates. Applications stay on file for 2 years and are active for 90 days. Spouses should follow up on their applications with their local stores.

<http://www.cvs.com/corpInfo/careers/index.html>



With headquarters at Fort Lee, Virginia, DeCA operates a worldwide chain of nearly 275 commissaries to provide groceries to U.S. military personnel, retirees and their families in a safe and secure shopping environment.

Military spouses now represent nearly 30 percent of the Defense Commissary Agency's (DeCA) workforce. Military spouses are a valuable pool of high-quality employees and the Agency actively works to recruit and retain them as employees. DeCA uses the Department of Defense Priority Placement Program, or PPP, to establish the DeCA Family Member Placement which facilitates the continued employment of current employees at commissaries as their spouses transfer to new duty stations. A similar "Program S" for military spouse preference provides a quick, easy method to fill nonmanagement positions within the continental United States. Spouses are hired under local merit promotion announcements as well, and they are afforded promotion, training and career-enhancing opportunities throughout the agency. To learn more about job opportunities with DeCA please visit <http://commissaries.com> and click on "Human Resources."

http://www.commissaries.com/inside_deca/HR/employment_opportunities.cfm



Headquartered in Round Rock, Texas, Dell is a premier provider of products and services required for customers worldwide to build their information-technology and Internet infrastructures. Dell's climb to market leadership is the result of a persistent focus on delivering the best possible customer experience by directly selling standards-based products and services. Revenue for the last four quarters totaled \$38.2 billion and the company employs approximately 41,800 team members around the globe.

As part of the ASEP program, Dell officials have collaborated with Fort Hood officials to increase employment opportunities and resources for Army spouses. In an innovative program at Fort Hood, Texas, Dell has hired over 30 spouses as Work From Home Agents, who have become customer service agents helping solve real-world customer support issues. Dell's work-from-home program allows military spouses the opportunity to work for and stay with a large corporation through the frequent moves inherent in the military lifestyle.

MG (ret) Frank L. Miller, Jr., Vice President, Fulfillment Operations and Rafael Garcia, Work from Home Program Manager, are the Dell representatives for the partnership.

<http://www.dell.com/content/topics/global.aspx/corp/careers/gateway/portal?c=us&l=en&s=corp&redirect=1>



EURPAC Service Incorporated is an Employee-owned sales and service organization with expertise in marketing, retail sales support and logistics. Eurpac offers distribution, retail and administrative services for the grocery, general merchandise, convenience, home entertainment and foodservice segments. Eurpac operates both as a contractor and sub-contractor in servicing military community support activities.

EURPAC Service is one of the leading sales and marketing service firms in the military market. They are actively seeking qualified Community Sales and Service Representatives worldwide to help meet their future expansion plans. EURPAC positions exist at

every Post Exchange. Spouses should submit resumes to careers@EURPACdallas.com, Attn: Sales Support Center and identify themselves as a Military Spouse. <http://www.eurpac.com/careers/>



The Home Depot is the world's largest home improvement retailer and second largest retailer in the United States. We help our customers build their dreams by being more than a store.

The Home Depot employs approximately 300,000 associates and has over 2,000 stores in 50 states, the District of Columbia, Puerto Rico, eight Canadian provinces, and Mexico.

When applying online and asked to select a source, please click on Army Spouse Employment Partnership found under the military section.

<https://careers.homedepot.com/cg/>



"Moving soon? At Block we have over 12,000 national and international offices offering special military course rates, employment opportunities and a skill that is portable to all locations. For a listing of our locations, click on http://hrblock.com/universal/office_locator.html .

Make H & R Block your military spouse employment partner! "

From the Chief Executive Officer down to every branch office manager, the leadership of H & R Block is committed to hiring Army spouses. H & R Block also encourages military spouses to apply for customer service as well as office management positions. H & R Block offers a scholarship to active duty military spouses to its Income Tax Course. Since H&R Block operates over 12,000 offices across the United States, in most all cases, an office will be near an Army installation.

Also, given the large number of Tax Professionals H&R Block requires – 17,000 year-round full and part time positions, hiring an additional 121,000 during tax season – there is a high likelihood that wherever the

family is stationed, there will be an opening for a Tax Professional. Please visit our careers page at <http://www.hrblock.com/career/> to begin your job search.
<http://www.hrblock.com/career/>



Humana Military Healthcare Services, Inc. is a wholly-owned subsidiary of Humana Inc., one of the largest and most innovative health insurance companies in the country. Humana Military has been a TRICARE contractor since 1995, and in partnership with the Department of Defense, provides health care services to 2.8 million active duty and retired military and their families in the South Region of the United States. The company operates 70 TRICARE Service Centers and supports 53 military treatment facilities (MTFs) in the states of Arkansas, Alabama, Florida, Georgia, Louisiana, Mississippi, Oklahoma, South Carolina, Tennessee and Texas.

Over the years, Humana Military has been honored again and again for performance excellence in a host of different areas, from the quality of health care services delivered to communication with its beneficiaries.

With management and non-management positions, Humana Military provides Army spouses numerous opportunities. When searching opportunities through <http://www.humana.com/careers> key in HMMS to focus your results on Humana Military Healthcare Services positions.

In addition, we offer Army spouses the opportunity for extensive training, tuition reimbursement, and career continuity in many cases. CEO David J. Baker said it best: "We understand that military spouses' employment is key to military retention, and we are proud to participate in this worthwhile endeavor."

<http://www.humana.com/careers>



Lockheed Martin Corporation, an advanced technology company, was formed in March 1995 with the merger of two of the world's premier technology companies, Lockheed Corporation and Martin Marietta Corporation.

Headquartered in Bethesda, Maryland, Lockheed Martin employs about 125,000 people worldwide

and is principally engaged in the research, design, development, manufacture and integration of advanced technology systems, products and services.

A major defense contractor, Lockheed Martin's senior executives have been involved with the development of the Partnership from its foundation. Lockheed Martin is also proud to be rated among the top Military friendly companies. Lockheed Martin has hundred of immediate openings for qualified candidates. To be considered, email your resume to: Lockheed Martin, E-mail: lmco-ads.jobs@lmco.com for proper consideration put "IN-ASEP" in the subject line.
<http://www.lockheedjobs.com/>



At Manpower, people are our business. We work hard at being the best worldwide provider of staffing services to our 400,000 customers, and we strive to be the benchmark in providing quality employment opportunities to more than 2 million people per year.

Manpower has developed The Career Passport, a co-branded tool that assists Army spouses in marketing their skills and abilities to employers. Manpower is also working in partnership with ASEP to establish two new programs for Army spouses: The Army Spouse Human Resource Assistant Program and the Bank Teller Associate Program based on TechReach, Manpower's leading model for workforce development. Manpower works with businesses and corporations to fill a wide variety of positions: Administrative; Contact Center; Industrial; Information Technology; Engineering; Finance; Scientific; and Executive. Manpower also offers more than 4,000 free online skills training courses that serve as on-the-job reference tools and a means to refresh old skills or teach new ones.

Manpower Chairman and CEO, Jeffrey A. Joerres, an executive sponsor and Bojan Cubela work together and with a Manpower team to ensure that their company continues to provide innovative solutions to meet the unique needs of military spouses.

For more information about Manpower's partnership with ASEP, please visit their site us.manpower.com/asep.

www.us.manpower.com/asep



Sabre Holdings is proud to be a partner of the U.S. Army Spouse Employment Partnership and the MWR ACS Employment Readiness program.

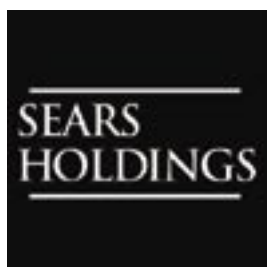
We constantly seek the best and brightest qualified candidates to help us fulfill our mission connecting people with the world's greatest travel possibilities through retailing travel products and providing distribution and technology solutions for the travel industry.

Sabre Holdings supports travelers, travel agents, corporations and travel suppliers through its companies: Travelocity, Sabre Travel Network and Sabre Airline Solutions. Headquartered in Southlake, Texas, the company has approximately 9,000 employees in 45 countries.

Our valued employees in 45 countries make us who we are. If you have the talent, attitude and desire to work for the best, you belong here.

Michael Haefner, Senior Vice President for Sabre Holdings signed the statement of support and Lynn Niewald is the ASEP liaison. She may be reached at Lynn.niewald@sabre-holdings.com

<http://www.sabre-holdings.com/careers/>



Sears Holdings is working aggressively to establish ASEP as an integral part of their recruiting efforts. One of their key initiatives is to develop a process to track the hiring of Army spouses. Be sure to self-identify as an Army Spouse.

Sears Holdings Corporation is the nation's third largest broadline retailer, with approximately \$55 billion in annual revenues, and with approximately 3,900 full-line Sears, Kmart and specialty retail stores in the United States and Canada.

The [Careers@SearsHoldings](http://www.searsholdings.com/careers) website is located at www.searsholdings.com/careers and is the location of

preference for spouses seeking opportunities with Sears and Kmart and other Sears Holdings businesses. Job Seekers can search, review, and submit to any active positions via the web. Applications are kept on file for 60 days. When completing the application process, if applicable, please select Military Recruiting Program or Military Spouse as your source.

<http://www.aboutsears.com/careers/jobsearch/>



Millions of Americans depend on Social Security for their well being. You could make a difference in their lives and your own by working for the Social Security Administration (SSA). Social Security programs offer protection against the risk of reduced income due to retirement, disability or death. The Agency's well-trained and dedicated employees are situated in communities across the nation to help the American public obtain the benefits they may be entitled to.

SSA employs more than 64,000 well-trained, courteous and dedicated employees providing the public with the highest level of service every day. SSA is headquartered in Baltimore, Maryland and has ten regional offices and 1300 local offices nationwide.

SSA is committed to creating a climate for its employees that advances learning through formal training, on-the-job mentoring, partnering, collaboration, and career developmental programs. If you want a position with professional and personal growth potential, then join the team at Social Security!

SSA is committed to supporting military families. With over 1300 regional offices throughout the United States, this agency will be a vital asset in fulfilling ASEP's goal of increasing employment opportunities for Army spouses.

<http://www.socialsecurity.gov/careers>



Sprint is a global communications company serving more than 28 million businesses and residential customers in more than 70 countries with over 65,000 employees worldwide and more than \$30 billion in annual revenues. Sprint is recognized nationally as a Military Friendly company that currently employs over 7000 veterans and military family members.

With a total of 70,000 employees, Sprint has hired 120 Army spouses since becoming an ASEP partner. Sprint continually trains its hiring manager, recruiters and employees to understand the excellent quality that military spouses bring to Sprint. The ASEP partnership is a key part of Sprint's military recruitment program which is a productive component of the company's enterprise wide recruitment strategy. Sprint's Military Recruitment Program seeks to hire veterans, retirees, member of the National Guard or Reserves, transitioning military personnel and military family members for openings nationwide.

We recruit both technical and non-technical ranging from hourly wage to senior level positions. Please visit www.sprint.com/hr/military and register online to take advantage of our specially designed program just for you! When asked during the registration process, "How did you hear about our company", please don't forget to choose "Military".

Landing page: <http://www.sprint.com/hr/military/>



Our success depends on your success. Our ability to accomplish what we set out to do is based primarily on the people we hire - we call each other "partners." We are always focused on our people. We provide opportunities to develop your skills, further your career, and achieve your goals.

At Starbucks, you'll find a commitment to excellence among our partners; an emphasis on respect

in how we treat our customers and each other; and a dedication to social responsibility.

We look for people who are adaptable, self-motivated, passionate, creative team players. If that sounds like you, why not bring your talents and skills to Starbucks?

With over 115,000 Partners (employees), career opportunities include: Baristas (store hourly), Store management, Regional operations (human resource generalists, facilities management, account management, finance representatives, and sales). Benefits available to full time and eligible part time employees include Healthcare, 401K, Stock Options, flexible schedules, partner's discounts, and tuition reimbursement.

Questions can be directed to Kellie Sloan at (407) 843-1442 ext. 2209 or via e-mail at ksloan@starbucks.com

<http://www.starbucks.com/aboutus/jobcenter.asp?cookie%5Ftest=1>



Operating throughout the United States, Hawaii and Alaska in all classes of trade, Stratmar Retail Services offers flexible, entry-level job opportunities to Army spouses both through direct-hire and the field network of approximately 15,000 people. Stratmar uses 340 Regional Operations Managers throughout the country, each having access to permanent part-time local staffing.

Stratmar Retail Services conducts in-store demonstrations of client manufacturers' products. Recognizing the clear value Army spouses present, Stratmar will hire and train spouses to conduct in-store demonstrations in major retail outlets near Army installations.

Stratmar has flexible hours and work schedules that allow employees to work during the school day and on weekends. Stratmar offers Army spouses the training they need to succeed as permanent part-time local staff through its 340 Regional Operations Managers throughout the country.

Questions can be directed to Bruce Cofer at (203) 877-7318 or bcofer@stratmar.com

<http://www.stratmar.com/>



At Suntrust, you connect with what matters most—all in a supportive, fast paced environment that focuses on your needs. From terrific career opportunities and advancement, to promoting healthy work/life balance through special benefits and programs, Suntrust has your career covered.

Headquartered in Atlanta, Georgia, Suntrust is one of the nation's largest commercial banking organizations. The company operates an extensive distribution network in Florida, Georgia, Maryland, North Carolina, South Carolina, Tennessee, Virginia, and the District of Columbia, and also serve customers in selected markets nationally.

SunTrust is building a foundation as a military spouse-friendly employer by publicizing the ASEP vision and goals internally throughout the corporation, and externally with candidates and customers.

Ken Troyan, Senior Vice President in Human Resources signed the Statement of Support and designated Meredith Gaile, Manager of Campus and Community Relations to lead the SunTrust efforts for the partnership.

If you are ready to be a part of a team that values quality, integrity and vision, we encourage you to learn more about SunTrust and our career opportunities at: www.suntrust.com/careers.

Army Spouses should select "Professional Organization and Association" and then ASEP in the "How did you hear about us?" section of the end of the application process.

www.suntrust.com/careers



USAA is a Fortune 500 financial services corporation headquartered in San Antonio, Texas, with operations in Phoenix, Arizona; Sacramento, California; Colorado Springs, Colorado; Norfolk, Virginia; and Tampa, Florida. The mission of USAA is to facilitate the financial security of its members, associates, and their families through provision of a full range of highly competitive financial products and services; in so doing, USAA seeks to be the provider of choice for the military community.

Share our pride. Join our mission. As a Military Spouse, you are proudly serving your country, and USAA respects and appreciates your service. Your skills and experiences are very desirable at USAA because you know our market better than anyone.

USAA established a Military Recruiting Program targeted at military spouses and former military members. Even as it focuses on internal communication of ASEP, USAA is working to reach military spouses with the attractive offer of flexible work arrangements and benefits.

David J. Zammiello, USAA's Vice President of Strategic Staffing and Diversity, signed the Statement of Support. Colonel Ken Huxley, USAF (Retired), USAA's Military Recruiting Program Manager, serves as the ASEP representative.

If you would like to be a part of our proud team of USAA Customer Service Associates, we want to hear from you! Apply on-line or e-mail us at MilitaryRecruiting@usaa.com.

<http://www.usaa.apply2jobs.com/default.htm>



The Army knows that employment is one of the most significant issues for military families. The goal of ACS Employment Readiness is to assist families with the challenges associated with the job search - particularly as they are impacted by our mobile lifestyle.

What is the Employment Readiness Program?

ACS helps soldiers and DA civilians, and their family members throughout the entire Military Life Cycle, recruitment through retirement. Employment Readiness believes that every Army spouse should have a choice and be afforded the opportunity to develop a career and /or become employed. Employment Readiness won't do everything for you, but they will provide you with valuable information and critical job search skills.

Who's eligible to use the program?

Active duty members, DA civilian employees, spouses, retirees, surviving spouses, and family members (to include youth), are eligible and highly encouraged to participate free of charge. What assistance does Employment Readiness provide? First, a professional Job Search Trainer will help you identify your immediate and long range career goals. Based on your needs assessment an Individual Career Plan will be developed to help ensure that you receive the necessary assistance.

What job assistance does Employment Readiness provide?

Employment Readiness will provide job search training, but it's not a job placement service. A professional Job Search Trainer will help you identify your skills and assist you every step of the way during your job search. You'll also have access to valuable references on the national job market and be able to attend seminars and workshops on job search strategies, interview skills, salary negotiation, and more.

What job information is available?

In addition to a strong network of local partnerships with small business in the area that support and advocate for your employment- Employment Readiness Program Managers have built strong relationships with local Spouse Employment Corporate Partners.

Employment Readiness Personnel also have information on the local job market and can provide valuable insight and up to date information.

Don't start from scratch.

You have connections; use them to accelerate your job search.

ASEP PARTNERSHIP ALLEY

ASEP Partnership alley is a series of job fairs conducted on Army installations that feature ASEP corporate and military partners in a strategically placed “ASEP Partnership Alley.”

The branding of the partnership through “ASEP Partnership Alley” promises significant growth in spouse employment opportunities as ASEP partners continue to promote Army spouses as a virtual goldmine of well trained and motivated talent.

CORPORATE PARTNERS:

Feature your company as a corporate ASEP partner

Increase your exposure by enjoying additional benefits as an ASEP partner

ASEP Partnership Alley Job Fairs are either free or charge minimal fees

SPOUSES:

Connect with companies that have formally signed a statement of support between their corporation and the United States Army

Talk to recruiters that recognize you as a diverse and talented candidate pool





STATEMENT OF SUPPORT BETWEEN CORPORATE PARTNERS AND THE UNITED STATES ARMY

We recognize that Army spouses are a diverse and talented candidate pool.

In the highest American tradition, the spouses of patriotic men and women of the Army serve voluntarily and provide support to the Army and its Soldiers, enhancing the well being of the Army Family.

Whereas the Army commits to facilitate a focused and expanding partnership where Army spouses and Corporate America benefit from their mutual involvement. This partnership will afford Army spouses the opportunity to better meet employment goals, career sustainment and mobility and increased family financial security.

Therefore, we join with the Army and other employers in pledging:

1. our best efforts to increase employment opportunities for Army spouses and resources for Corporate America.
2. to facilitate the employment of Army spouses to the mutual benefit of the Army and Corporate America.
3. to make this Statement of support known throughout the Army and our Corporation.



For additional information on ASEP please
call or write:

Army Spouse Employment Partnership

Family and MWR Command

4700 King Street, Alexandria, VA 22302-4418

Office: 703-681-5375 Fax: 703.681.7236

Email Vivian.Carrasco@fmwrc.army.mil